

COVID-19 RETENTION PAYMENT MOA

The Communication Workers of America (CWA) and LifePath enter into this Memorandum of Agreement (MOA) which provides a COVID-19 Retention Incentive. One-time monies were received from the Pennsylvania Office of Developmental Programs (ODP) portion of the American Rescue Plan Act of 2021 (ARPA), Section 9817, which are dedicated to improve the recruitment/retention of direct care workers. The retention payments will be as follows:

Full-Time Employees:

A Full-Time direct care employee (identified as a DSP I or II, Activities Coordinator, Activities Assistant, Team Activity Coordinator, or Supported Living Specialist I or II), who is employed as of 11:59 p.m. on the Saturday preceding the incentive payment will receive a \$400.00 payment (less any applicable taxes) on the following dates:

Employed as of 11:59 p.m. on:

Pay Date:

Saturday - January 15, 2022
Saturday - February 12, 2022
Saturday - March 12, 2022
Saturday - April 9, 2022
Saturday - May 7, 2022
Saturday - June 4, 2022


Friday - January 21, 2022
Friday - February 18, 2022
Friday - March 18, 2022
Friday - April 15, 2022
Friday - May 13, 2022
Friday - June 10, 2022

Regular Part-Time Employees

A Regular Part Time employee (job title as specified above) will receive the amount of \$200.00 (less any applicable taxes) utilizing the same dates/conditions as noted above.


Employees who are in the period covered by the current Sign-On Bonus program will not be eligible for the above noted payments.

Either party may cancel this agreement with thirty (30) days written notice.



On Behalf of LifePath

12/15/21
Date



On Behalf of CWA

12/14/2021
Date